

EXHIBIT 6

Roswell Park

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Second Page
Mail Date: December 24, 2021

EFF. DT. 12/13/21
SOCIAL SECURITY NO.
ER NO. E04-65338

ID# 0831

REDACTED

Received

DEC 30 2021

Information has been received by the Department of Labor that the claimant was discharged.

1. Claimant's physical last day of work: claimant is suspended w/out pay pending an arbitration hearing
 Claimant's first day of work: 9/1/2009 per her Art. 33 rights
2. Claimant's Job title: Medical Records Associate II
3. Claimant's job duties: Reviews scanned documents, processes death certificates, ensures timely and accurate completion of release of information requests.
4. Claimant's work location: Roswell Park Comprehensive Cancer Center
5. Name of claimant's Supervisor: Michelle Doherty
6. Rate of pay: amount \$ 20.90 ☒ per ☒ hour ☐ day ☐ week ☐ year
7. What were the claimant's hours and days of work?
- | | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | Sunday |
|------------|--------|---------|-----------|----------|--------|----------|--------|
| Start time | 11:00a | 11:00a | 11:00a | 11:00a | 11:00a | | |
| End time | 7:30p | 7:30p | 7:30p | 7:30p | 7:30p | | |
8. How was the claimant informed of the discharge? ☐ In person ☐ By phone ☒ By letter
 By whom? Jennifer Skerifon Title: SR. EHR ADMINISTRATOR
 On what date? 12/10/2021
 If there was a delay between the times when the decision was made and when the claimant was notified, please explain why.
9. What was the final Incident that resulted in the claimant's discharge and on what date did it occur?
 Date: 12/6/2021
Claimant did not receive a COVID 19 vaccine - She is not compliant with the NYS DOH COVID 19 Vaccine mandate.
10. What specifically was the claimant told about why he/she was discharged?
She was not compliant.

MC99.1 (2/15)

NYS 10-13 MC99

✓ HRG EX # 2 ER EX # 2
 CLMT EX # 2 COL EX # 2
 ALJ:
 INITIALS SP DATE 6-17-23 NYS

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Third Page
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Roswell Park Comprehensive
Cancer Center
Human Resources Department

11. How were the claimant's actions detrimental to your business?

Roswell Park is a hospital that

cares for cancer patients. These patients have compromised immune sys.

12. As it pertains to question 9 on the previous page, did the claimant violate a rule, policy or procedure?

a. If "YES", please explain in detail.

☒ Yes

☐ No

- b. What was the claimant expected to do?

Receive the COVID 19 vaccine.

13. Did the claimant's job duties require a professional license?

☐ Yes

☒ No

Please explain:

14. How would the claimant have known that his/her actions described in question 9 on the previous page could cause, or potentially cause discharge?

Multiple communications were sent to the claimant.

Local and national news coverage.

• Please attach a copy of any final warning and/or the specific policy if available.

• If the claimant was given a verbal/written warning, please indicate:

a. By whom? _____ Title: _____

b. When was the warning given? _____

c. What was the claimant told? _____

15. What reason did the claimant give you for his/her actions that led to discharge (please relate to question 9 on the previous page) and why did you not accept this reason?

16. Is there a process the claimant could have used to appeal his/her discharge?

☒ Yes

☐ No

If "YES", did the claimant avail himself/herself of the process?

☒ Yes

☐ No

What were the results if known?

Article 33 of the Cba between NYS & CSEA. An arbitration hearing is pending.

17. Is the claimant a union member?

☒ Yes

☐ No

Please send a copy of any arbitration findings of fact regarding this issue if available.

MC99.2 (2/15)

NYS 10-13 MC99

NYS

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Fourth Page
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Roswell Park Comprehensive
Cancer Center
Human Resources Department

Employer Name: Roswell ParkForm completed
by (Print Name):Jennifer L. SkowronTitle: SR ELR Administrator

Tel. #:

716-845-8259

Email:

Jennifer.Skowron@RoswellPark.org

Signature:

Jennifer L. Skowron

Date:

12/30/2021

MC99.3 (2/15)

NYS 10-13 MC99

NYS